

# Resolution in 2025-03 in Support of an Anti-Bullying Policy for Stony Brook University<sup>1</sup>

October 3, 2024

WHEREAS, the mission of the Arts & Sciences is to foster a safe, inclusive, and respectful educational environment for all students, faculty, staff, and administrators; and

WHEREAS, bullying, harassment, and intimidation in any form, whether in person or online, undermine the dignity, self-worth, and academic success of individuals, and contribute to a toxic environment that affects the entire community; and

WHEREAS, recent studies<sup>2</sup> show that bullying in academic settings negatively impacts students' academic performance, mental health, and overall well-being, as well as the morale and productivity of faculty and staff; and

WHEREAS, the Arts & Sciences Senate is committed to promoting equity, respect, and a culture of inclusivity in all areas of campus life; and

WHEREAS, Stony Brook University's current Workplace Violence Policy does not reference 'bullying', and does not define it;

WHEREAS, there is a need for clear policies, procedures, and resources to prevent, address, and remedy incidents of bullying, harassment, and intimidation within the Arts & Sciences community; and

WHEREAS, it is essential to create a framework that ensures all individuals have access to a supportive environment where they can report bullying without fear of retaliation and with the expectation of a timely and just resolution; and

WHEREAS, the \*Workplace Violence and Bullying Prevention Policy\* at the University at Buffalo reaffirms the institution's commitment to providing a safe work environment free from violence, harassment, and bullying, ensuring that such behavior, including but not limited to intimidation, threats, and verbal abuse, is addressed promptly and effectively in order to maintain a productive and respectful workplace (see:

[https://www.buffalo.edu/administrative-services/policy1/ub-policy-lib/workplace-violence-prevention.html#:~:text=The%20University%20at%20Buffalo%20is.but%20is%20not%20limited%20to\);](https://www.buffalo.edu/administrative-services/policy1/ub-policy-lib/workplace-violence-prevention.html#:~:text=The%20University%20at%20Buffalo%20is.but%20is%20not%20limited%20to);)

and

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<sup>1</sup> ChatGPT, response to "Draft a Resolution in Support of an Anti-Bullying Policy for Stony Brook University" OpenAI, October 3, 2024 <https://chat.openai.com/chat>

<sup>2</sup> Valrie Boudrias, Sarah-Geneviève Trépanier, and Denise Salin, "A systematic review of research on the longitudinal consequences of workplace bullying and the mechanisms involved," in *Aggression and Violent Behavior* Vol 56 (2021), <https://doi.org/10.1016/j.avb.2020.101508>.

WHEREAS, SUNY Cortland's \*Bullying in the Workplace and Civility Standards Policy\* outlines the university's commitment to promoting a workplace free from bullying and fostering civility, ensuring that all employees are treated with respect and that any behaviors undermining a professional and supportive environment are addressed (see: <https://www2.cortland.edu/offices/hr/pdfs/Bullying.pdf>); and

WHEREAS, Empire State University's \*Bullying and Civility Standards in the Workplace Policy\* outlines its commitment to ensuring a workplace free from bullying, harassment, and abusive behavior, and emphasizes the importance of civility, in alignment with applicable Collective Bargaining Agreements and broader institutional standards (see: <https://sunyempire.edu/policies/?search=cid%3D111522#:~:text=Empire%20State%20University%20will%20not.Collective%20Bargaining%20Agreement%2C%20if%20any.>); and

WHEREAS, the 194th Plenary of the SUNY University Faculty Senate, Spring 2023, adopted [Resolution 194-01-1](#), which condemned abusive workplace behavior and requested that the SUNY Chancellor take the lead in fostering better workplaces throughout SUNY, establish and resource a SUNY Ombudsperson and Office, work with stakeholders to create policies for fair and impartial reviews of complaints, and facilitate workplace conversations on SUNY campuses. This resolution followed the 191st Plenary Resolution Reiterating University Faculty Senate Commitment to Condemn Workplace Bullying and Harassment, which was presented, considered by the Executive Committee, and assigned to EID and Operations (For: 43 / Against: 2); and

WHEREAS, under SUNY Policies and Procedures, local campuses have the discretion to explore and develop campus-based policies in the absence of a system-wide policy;

THEREFORE, BE IT RESOLVED , that the Arts & Sciences Senate recognizes the following definition:

Abusive workplace behavior, often termed bullying, shall be defined as repeated, persistent, and intentional behavior or behaviors that a reasonable person may identify as hostile, intimidating, degrading, humiliating, or isolating, or that undermine an employee's reputation or job performance. Such behavior includes but is not limited to communication that is verbal or non-verbal, public or private, in-person or electronic/phone, spoken or written. Although abusive workplace behavior is typically defined as repeated behavior, single actions may be so egregious that they need only happen once to disrupt the workplace and be categorized as abusive workplace behavior.

BE IT FURTHER RESOLVED, that the Arts & Sciences Senate endorses the development, implementation, and enforcement of a comprehensive Anti-Bullying Policy that applies to all members of the campus community, including students, faculty, staff, and administrators; and

BE IT FURTHER RESOLVED, that the Anti-Bullying Policy shall include clear definitions of bullying, harassment, and intimidation, as well as clear reporting mechanisms, procedures for

investigation, and appropriate consequences for those found to be engaging in such behavior;  
and

BE IT FURTHER RESOLVED, that the Arts & Sciences Senate recommends that the Anti-Bullying Policy provide educational resources and training on bullying prevention, conflict resolution, and bystander intervention for all members of the campus community; and

BE IT FURTHER RESOLVED, that the Arts & Sciences Senate commits to supporting ongoing efforts to monitor and evaluate the effectiveness of the Anti-Bullying Policy and to make revisions as needed to ensure a safe and respectful learning and working environment for all.

BE IT FURTHER RESOLVED, that the Arts & Sciences Senate encourages all departments, divisions, and offices to work collaboratively in promoting and upholding the principles of respect, dignity, and kindness within the institution.

BE IT FINALLY RESOLVED, that this resolution will be conveyed to the Office of the President, the Office of the Provost, the University Senate Executive Committee, and United University Professions (UUP).

Adopted by the Arts & Sciences Senate on March 10, 2025.  
[90%agree/10%abstain/0%reject]